

Substitute for form 1449/PTO  
 INFORMATION DISCLOSURE  
 STATEMENT BY APPLICANT  
*(Use as many sheets as necessary)*

Complete if Known	
Application Number	09/878,245
Filing Date	June 12, 2001
First Named Inventor	Dewar
Art Unit	2129
Examiner Name	Lut Wong

Sheet 1 of 21 Attorney Docket Number 2951.03US02

U.S. PATENT DOCUMENTS

EXAMINER INITIAL <sup>*</sup>	Cite No. <sup>1</sup>	Document Number	Publication Date MM-DD-YYYY	Name of Patentee or Applicant of Cited Document
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		Country Code <sup>3</sup> Number-Kind Code <sup>4</sup> (if known)			
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				Application Number	09/878,245
				Filing Date	June 12, 2001
				First Named Inventor	Dewar
				Art Unit	2129
				Examiner Name	Lut Wong
Sheet	10	of	21	Attorney Docket Number	2951.03US02
<b>NON PATENT LITERATURE DOCUMENTS</b>					
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		"Brainbench-The Skills Authority: Dear Affiliate," www.brainbench.com website archived May 11, 2000, 3 pages.			
		"Brainbench-The Skills Authority: EDS Targets Training with Brainbench Test!," www.brainbench.com website press release dated March 11, 1999, 2 pages.			
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		"Brainbench-The Skills Authority: Frequently Asked Questions about Brainbench Certifications™," www.brainbench.com website archived May 10, 2000, 5 pages.			
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		"Brainbench-The Skills Authority: Looking for Qualified candidates?," www.brainbench.com website archived May 10, 2000, 1 page.			
		"Brainbench-The Skills Authority: Microsoft Chooses Brainbench Tests to Prep the Market for Windows 2000," www.brainbench.com website press release dated February 17, 2000, 2 pages.			
		"Brainbench-The Skills Authority: Online Cert Prep™," www.brainbench.com website archived June 22, 2000, 2 pages			
		"Brainbench-The Skills Authority: Online Public Transcript for Chastity Sterling," www.brainbench.com website archived May 11, 2000, 3 pages.			
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		"Configuring Your Hardware and Browser," Virtual Learning Technologies, http://web.archive.org/web/19980524111629/http://www.proveit.com/browser.html, 2 pages, 1998.			
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		"DDI Launches Tech Spin-Off Targeting Small to Mid-Size Businesses," AdvantageHiring.com, <a href="http://www.advantagehiring.com/about/pr_DDIspinoff.asp">http://www.advantagehiring.com/about/pr_DDIspinoff.asp</a> , 2 pages, September 17, 1999.			
		"DecisionPoint Systems-Hiring Technology That Gives You A Competitive Advantage," DecisionPoint Systems HirePro™ advertisement, 2 pages, provided to potential customers by Decision Point Systems (predecessor company of Unicru, Inc.) before January 2000.			
		"DecisionPoint Systems-Imagine Being Able to Incorporate Your Company's Job Application, Skills Test, Background Checks and Tax Credit Paperwork Into One Simple Process." DecisionPoint Systems advertisement, 4 pages, provided to potential customers by Decision Point Systems (predecessor company of Unicru, Inc.), before January 2000.			
		"Example Campus Manager Process," Bigby Havis & Associates, Inc., 3 pages, March 18, 1999.			
		"Facts About DDI: Who We Are, What We Do," Development Dimensions International, Inc., <a href="http://www.ddiworld.com/about/pr_facts.asp">http://www.ddiworld.com/about/pr_facts.asp</a> , 3 pages, website visited on November 2, 2004			
		"Get eCertified as a Java Programmer," <a href="http://www.tekmetrics.com">http://www.tekmetrics.com</a> , 1 page, November 16, 2000.			
		"Getting Started: 1-2-3 Assess," TekMetrics, Inc., <a href="http://www.tekmetrics.com">www.tekmetrics.com</a> , 3 pages, 1998.			
		"Guide to Using Assess Internet," Bigby Havis & Associates, Inc., 13 pages, March 1999.			
		"Highlights, The Bigby, Havis Newsletters: How Our Clients Use ASSESS," page archived from <a href="http://www.bigby.com">www.bigby.com</a> website, 1 page, October 8, 1999.			
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INFORMATION DISCLOSURE  
STATEMENT BY APPLICANT  
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Sheet 13 of 21 Attorney Docket Number 2951.03US02

## NON PATENT LITERATURE DOCUMENTS

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		“HirePro.com-The Technology to Select The Ideal Employee Is Now Online,” DecisionPoint Systems HirePro.com advertisement, 2 pages, provided to potential customers by Decision Point Systems (predecessor company of Unicru, Inc.), before January 2000.	
		“HirePro™- Automated Hiring System, DecisionPoint Systems HirePro™ advertisement, 2 pages, provided to potential customers by Decision Point Systems (predecessor company of Unicru, Inc.), before January 2000.	
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<p><sup>1</sup>EXAMINER: Initial if reference considered, whether or not citation is in conformance with MPEP 609. Draw line through citation if not in conformance and not considered. Include copy of this form with next communication to applicant. <sup>2</sup>Applicant's unique citation designation number (optional). <sup>3</sup>Applicant is to place a check mark here if English language Translation is attached.</p> <p>This collection of information is required by 37 CFR 1.98. The information is required to obtain or retain a benefit by the public which is to file (and by the USPTO to process) an application. Confidentiality is governed by 35 U.S.C. 122 and 37 CFR 1.14. This collection is estimated to take 120 minutes to complete, including gathering, preparing, and submitting the completed application form to the USPTO. Time will vary depending upon the individual case. Any comments on the amount of time you require to complete this form and/or suggestions for reducing this burden, should be sent to the Chief Information Officer, U.S. Patent and Trademark Office, U.S. Department of Commerce, Washington, DC 20231. DO NOT SEND FEES OR COMPLETED FORMS TO THIS ADDRESS. SEND TO: Commissioner for Patents, P.O. Box 1450 Alexandria, VA 22313-1450.</p>					
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INFORMATION DISCLOSURE STATEMENT BY APPLICANT (Use as many sheets as necessary)				Application Number	09/878,245		
				Filing Date	June 12, 2001		
				First Named Inventor	Dewar		
				Art Unit	2129		
				Examiner Name	Lut Wong		
Sheet	17	of	21	Attorney Docket Number	2951.03US02		
NON PATENT LITERATURE DOCUMENTS							
EXAMINER INITIAL <sup>*</sup>	Cite No. <sup>1</sup>	Include name of the author (in CAPITAL LETTERS), title of the article (when appropriate), title of the item (book, magazine, journal, serial, symposium, catalog, etc.), date, page(s), volume-issue number(s), publisher, city and/or country where published				T <sup>2</sup>	
		"Unicru-History, " <a href="http://www.unicru.com/about/history.aspx">http://www.unicru.com/about/history.aspx</a> , 3 pages, website visited on September 23, 2005, 3 pages, recounting events from 1987-2005.					
		"Welcome to C&L Springboard: Welcome to SSA Online," <a href="http://web.archive.org/web/19980118183630/www.coopersclub.com/Screen1.htm">http://web.archive.org/web/19980118183630/www.coopersclub.com/Screen1.htm</a> , 2 pages, 1998.					
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		Jacobs, "Minimizing Risk: Hiring in the 21 <sup>st</sup> Century," <a href="http://www.shlusa.com">www.shlusa.com</a> , Presentation to the International Personnel Management Association Counsel, SHL North America, 42 pages, June 7, 2000.					
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<p><sup>*</sup>EXAMINER: Initial if reference considered, whether or not citation is in conformance with MPEP 609. Draw line through citation if not in conformance and not considered. Include copy of this form with next communication to applicant. <sup>1</sup>Applicant's unique citation designation number (optional). <sup>2</sup>Applicant is to place a check mark here if English language Translation is attached.</p> <p>This collection of information is required by 37 CFR 1.98. The information is required to obtain or retain a benefit by the public which is to file (and by the USPTO to process) an application. Confidentiality is governed by 35 U.S.C. 122 and 37 CFR 1.14. This collection is estimated to take 120 minutes to complete, including gathering, preparing, and submitting the completed application form to the USPTO. Time will vary depending upon the individual case. Any comments on the amount of time you require to complete this form and/or suggestions for reducing this burden, should be sent to the Chief Information Officer, U.S. Patent and Trademark Office, U.S. Department of Commerce, Washington, DC 20231. DO NOT SEND FEES OR COMPLETED FORMS TO THIS ADDRESS. SEND TO: Commissioner for Patents, P.O. Box 1450 Alexandria, VA 22313-1450.</p>							
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		Filing Date	June 12, 2001
		First Named Inventor	Dewar
		Art Unit	2129
		Examiner Name	Lut Wong
Sheet	18	of	21
Attorney Docket Number			

**NON PATENT LITERATURE DOCUMENTS**

EXAMINER INITIAL*	Cite No. <sup>1</sup>	Include name of the author (in CAPITAL LETTERS), title of the article (when appropriate), title of the item (book, magazine, journal, serial, symposium, catalog, etc.), date, page(s), volume-issue number(s), publisher, city and/or country where published	T <sup>2</sup>
		McCune, "A Few Good Employees (Screening and Evaluating Software for Employee Recruitment)," Management Review, Vol. 87, No. 4, page 38 (5 pages), April 1998.	
		Mondragon et al., "Implementing Web-Based HR Systems: From Recruitment to Surveys and Beyond," SIOP 2000 Workshop 5, <a href="http://www.siop.org/Conferences/00Con/Workshops/workshop5.htm">http://www.siop.org/Conferences/00Con/Workshops/workshop5.htm</a> , 2 pages, 2000.	
		Oliver, "Slouches Make Better Operators (Aspen Tree Software Designs Personnel Questionnaire and Productivity Measurement Software)," Forbes, Vol. 152, No. 4, page 104, (4 pages), August 6, 1993.	
		Tokunaga et al., "Career Progression in a Fortune 500 Company: Examination of the "Glass ceiling," IEEE Transactions on Engineering Management, Vol. 43, No. 3, 1996, pp. 2662-272.	
		Russiello, "Online Certifications (FREE)," CTS News Archives: <a href="http://wu.jobs--#202">wu.jobs--#202</a> , 2 pages, January 13, 1999.	
		Scarborough, "Decision Point Systems," Presentation to potential customer, 38 pages, ten or fewer copies left with potential customer, Wilsonville, Oregon, before June 2000.	
		Scarborough, "Welcome, Portland State University," Presentation to about 15 people, Portland, Oregon, 20 pages, before May 2000.	
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		"All About ApView" video (Length 17:13), Aspen Tree Software, Inc., March 7,1997, video file "TRAINING.avi"	

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Application Number	09/878,245
Filing Date	June 12, 2001
First Named Inventor	Dewar
Art Unit	2129
Examiner Name	Lut Wong

Sheet 19 of 21 Attorney Docket Number 2951.03US02

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		Ukwendu, Michael Okey Egbosiuba, "Effects of Satisfaction with Performance Evaluation Systems on Employee Turnover," Nova Southeastern University, 1998, Abstract only, 2 pages.	
		Aspen Tree Software video (Length 13:44), Aspen Tree Software, Inc., March 10, 1997, video file "ATS.avi"	
		Springboard video (Length 9:44), Aspen Tree Software, Inc. April 30, 1998, video file "Coopers_Net.avi"	
		Kemp, "Knowledge-based Simulation for Teaching," Proceedings of the 1 <sup>st</sup> New Zealand International Stream Conference on Artificial Neural Networks and Expert Systems; pages 192-195, November 1993.	
		Kirby et al., "An Analysis of Applying Artificial Neural Networks for Employee Selection," Americas Conference on Information Systems, 3 pages, 1998.	
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		Walczak, "Neural Network Models for a Resource Allocation Problem," IEEE Transactions on Systems, Man, and Cybernetics-Part B: <i>Cybernetics</i> , Vol. 28, No. 2, pages 276-284, April 1998.	
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		Morrow et al., "Using Absenteeism and Performance to Predict Employee Turnover: Early Detection through Company Records," Journal of Vocational Behavior, Vol. 55, pp. 358-374 (1999) 17 pages.	
		"Adaptive Outsourcing in Cross-organizational Workflows" by Klingemann et al., CaiSE'99, 1999.	
		Adkins et al., "Judgments of fit in the selection process: the role of work value congruence," <i>Personnel Psychology</i> , 1994.	

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		First Named Inventor	Dewar
		Art Unit	2129
		Examiner Name	Lut Wong
T <sup>2</sup>			
		Include name of the author (in CAPITAL LETTERS), title of the article (when appropriate), title of the item (book, magazine, journal, serial, symposium, catalog, etc.), date, page(s), volume-issue number(s), publisher, city and/or country where published	
		Caldwell et al., "Personality Characteristics of Job Applicants and Success in Screening Interviews," 10 pages, <i>Personnel Psychology</i> , 1998.	
		Chambless et al., "Information-Theoretic Feature Selection for a neural behavioral Model," <i>Proceedings of the International Joint Conference on Neural Networks</i> , Vol. 2, July 15-19, 2001, pp. 1443-1448, 6 pages.	
		Cohen et al., "Organizational Hiring Standard," <i>Administrative Science Quarterly</i> , March 1986.	
		Rees, "Information networks in labor markets," <i>The American Economic Review</i> , March 1966	
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		Melville, "Recruit, screen and hire: Staff selection and the decision-making process," <i>Administration in Mental health</i> , Fall/SWinter 1977.	
		Martin et al. "Using a Conceptually-based Predictor of Tenure to Select Employees." <i>Journal of Business and Psychology</i> , Vol. 13, No. 2, Winter 1998.	
		Personnel Decisions, Inc., "PDI Customer Service Inventory Manual," 1 <sup>st</sup> ed., Copyright 1994.	
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		Development Dimensions International, Inc., "How Do You Stack Up Next to Training's New Guard?", <a href="http://web.archive.org/web/19991012021341/ddiworld.com/newguard/index.htm">http://web.archive.org/web/19991012021341/ddiworld.com/newguard/index.htm</a> , 4 pages, website archived October 12, 1999.			
		Dimpsey, et al., " A Measurement-Based Model to Predict the Performance Impact of System Modifications: A Case Study," IEEE Transactions on Parallel and Distributed Systems, Vol. 6, No. 1, 1995, pp. 28-40, 13 pages.			
		Geralt Gabris et al., "Situational Interviews and Job Performance," Public Personnel Management, Vol. 20, No. 4, p. 469, Winter 1991.			
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		U.S. Patent Application No.: 12/338,703 (not published; Examiner has access through PAIR), filed December 18, 2008, Inventor: Dewar			
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